

# **MONTANA CHEMICAL DEPENDENCY CENTER POLICY AND PROCEDURE MANUAL**

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<b>Policy Subject: TB Screening for MCDC Employees</b>	
<b>Policy Number: ICP 01</b>	<b>Standards/Statutes: ARM 37.27.121</b>
<b>Effective Date: 01/01/02</b>	<b>Page 1 of 4</b>

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## **PURPOSE:**

To determine at the time of hire and annually that the employee is free of communicable tuberculosis.

## **POLICY:**

To prevent the potential infection of tuberculosis, all MCDC employees will participate in appropriate TB testing at the time of hire, annually, and in the case of an exposure.

## **PROCEDURE:**

### **I. NEW EMPLOYEES**

- A. New employees with a negative Mantoux history will be given a Mantoux (5UPPD) skin test at the time of hire by qualified nursing staff.
- B. The Mantoux test will be read by the nursing or medical staff 48 to 72 hours after being administered. If an employee fails to return for a reading within that time frame, the testing must be repeated. An employee's self-reading of the PPD test is unacceptable. A reading greater than or equal to 10 millimeters of induration is considered a positive conversion.
- C. At the time of hire, any new employee with an initial negative PPD test result who does not have documentation of a negative PPD test result during the 12 months preceding employment at MCDC, will receive a second two-step PPD testing two weeks after the initial testing.
- D. A new employee with a positive Mantoux history of 2 years or longer must have a chest x-ray and complete a TB questionnaire prior to employment being finalized.
- E. A new employee with a positive Mantoux history of less than 2 years must have a chest x-ray, complete a TB questionnaire, and furnish documentation from their physician that they are free of active tuberculosis prior to employment being finalized.

F. Documentation of a negative Mantoux (5UPPD) skin test completed at another location within the last 6 months will be acceptable for the new employee TB screening. This documentation should be provided to MCDC within the first 10 working days.

## II. ANNUAL:

A. Employees with a negative Mantoux history will be given an annual Mantou (5UPPD) skin test. The test is read 48 to 72 hours after being administered by the nursing or medical staff. If an employee fails to return for a reading within that time frame, the testing must be repeated. An employee's self-reading of the PPD test is unacceptable. A reading greater than or equal to 10 millimeters of induration is considered a positive conversion.

B. An employee with a positive Mantoux (5UPPD) history will obtain two successive negative chest x-rays, one year apart. Also, the employee will complete a TB questionnaire. The MCDC medical Administrator will review the chest x-ray results and the TB questionnaire in determining the employee is free from communicable TB. After the two negative chest x-rays are completed and documented in the employee's health file, the employee will only be required to complete a TB questionnaire annually. The MCDC medical Administrator reviews this questionnaire. If the doctor determines no communicable TB, he/she will sign the questionnaire.

1. If the employee indicates on the questionnaire that he/she may have signs or symptoms of active tuberculosis or the physician makes a determination the TB status of the employee is in question:
2. The employee will have a chest x-ray.
3. If the chest x-ray shows abnormalities, the employee will be referred to his/her own physician for evaluation.

III. The employee may be relieved from duty at the discretion of the medical Administrator. Return to work will be permitted when the employee furnishes documentation from his/her own physician acceptable to the medical Administrator that the employee is free from communicable TB.

## IV. MANTOUX CONVERTER (positive PPD reading of 10 or more millimeters in duration):

A. The employee will have a chest x-ray and complete an employee TB questionnaire.

1. If the chest x-ray is negative:
2. The employee may continue working.
3. The employee will be referred to his/her own physician for evaluation regarding prophylactic treatment.

4. The employee must furnish a statement from his/her own physician that the employee is free of communicable TB.

B. If the chest x-ray shows abnormalities suggestive of pulmonary TB:

1. The employee will be relieved from duty.
2. The employee will be referred to his/her own physician for evaluation.
3. Return to work will be permitted when the employee furnished documentation from his/her own physician that the employee is free from communicable TB.
4. The case will be reported to DPHHS, Health Services Division within 7 days.

C. The employee will complete an incident report. A worker's compensation claim will be submitted to State Fund. The infection control nurse or designee will complete an investigation report.

#### V. PREGNANCY:

A. In accordance to the CDC guidelines, pregnancy should not exclude a female employee from being skin tested as a part of annual TB screening or as a part of a contact investigation. If a pregnant employee refers to not have the Mantoux skin test, she must then furnish documentation from her own physician that she is free of communicable TB.

#### VI. BREAST-FEEDING:

A. Breast-feeding should not exclude a female employee from being skin tested as a part of annual TB screening or as a part of a contact investigation. If a nursing mother prefers not to have a Mantoux skin test or a chest x-ray, she must furnish documentation from her own physician that she is free of communicable TB.

#### VII. BCG VACCINE:

A. An employee who has taken the BCG vaccine can be given a Mantoux skin test for TB screening unless the employee has a positive Mantoux history.

#### VIII. SURVEILLANCE OF EMPLOYEES EXPOSED TO INFECTIOUS TB:

A. Employees exposed to a patient or employee with infectious TB will be followed according the

following protocol:

1. Employees with a negative Mantoux history:
2. Employees who have been skin tested within three months prior to the exposure will be retested ten weeks after the exposure.
3. Employees who have not been skin tested within the three months prior to the exposure will be given a baseline test as soon as possible and if negative, retested ten weeks later.
4. If the skin testing is negative after 10 weeks or more after the exposure, no further re-testing is required.

B. Employees with a positive Mantoux history:

1. The employee will complete a TB questionnaire 10 weeks after the exposure.

IX. The medical Administrator will review the questionnaire and interview the employee. The medical Administrator will have the discretion to order a chest x-ray. If the medical Administrator deems the employee free from communicable TB, he/she will sign the TB questionnaire.

X. If the medical Administrator has any concern of the employee's TB status, the employee will be referred to his/her own physician for further evaluation.

XI. If an employee's PPD skin test converts to positive, the employee will complete an incident report. A worker's compensation claim will be submitted to State Fund. The infection control nurse or designee will complete an investigation report.

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Revisions: \_\_\_\_\_

Prepared By: Colleen Todorovich, RN	Nursing Supervisor	07/01/01
Name	Title	Date

Approved By: \_\_\_\_\_ 01/01/02

David J. Peshek, Administrator